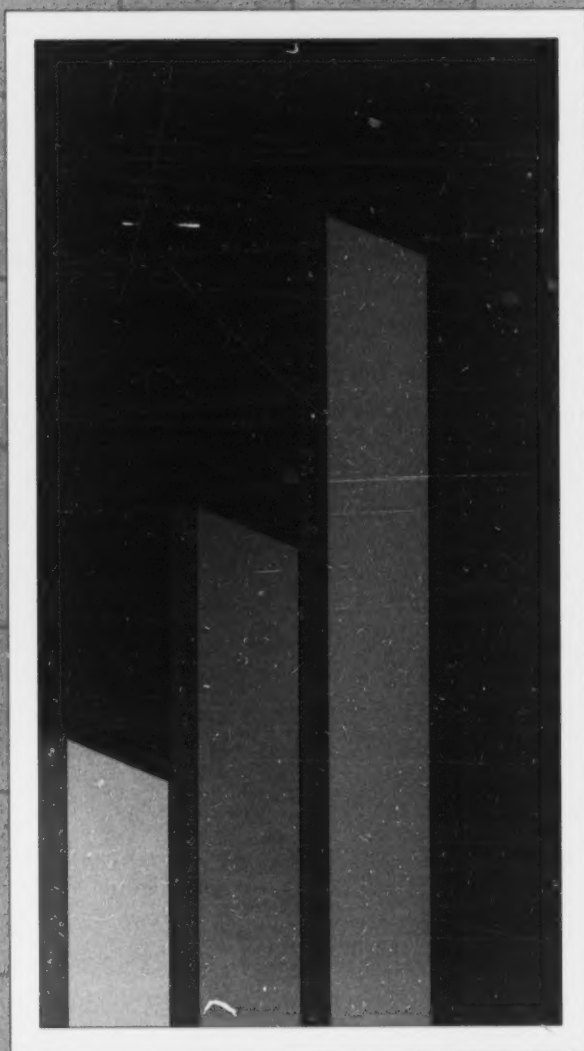


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Planners' Salaries and Employment Trends, 1989

James Hecimovich

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Preface

This report continues a series of reports begun in 1977 by APA to document the salaries and employment characteristics of its membership. The surveys used to gather the data presented in this report were mailed in October 1989. There were 18,410 surveys mailed to APA members (students were not surveyed). More than 8,000 members responded; 7,592 surveys were usable. The 41.2 percent response rate is down from what it has been in previous salary reports, but it is still very good. Specifically, it is 2.1 percent lower than the response rate in 1987, but one percent greater than the response rate in 1985.

Part 1 of this report takes a look at the types of employers planners work for and the types of jurisdictions they work in. It compares this data with data from past surveys—particularly data in the 1987 survey—to document trends.

It should be noted here that several new categories were added to this year's survey. We have received many questions about the survey over the past eight years. One that was difficult to answer was, What do "business planners" (a category in past surveys) do? In an attempt to answer that question, we added the categories of law firm, development firm, financial institution, and real estate firm to the survey. (To facilitate use of the survey findings, however, these categories have been folded back into the category "private business" on those tables that use broader categories.) For

public agency planners, too many were falling into the "other" category. We have added economic development agency and special district to the survey. We will continue to refine employment categories (adding some, deleting others) in subsequent surveys to get more precision in our survey results. Unfortunately, there are no baseline data for these new categories. This survey will establish baseline data for some.

Part 2 of the report provides information about planners' salaries. Salaries are correlated with a number of factors—years of experience, size of jurisdiction, type of employer, education, and sex. These variables are also applied to salaries reported by agency directors and other heads of departments and firms, nondirectors, and minority group planners.

We have responded to a number of comments from our membership about the usefulness of correlating salaries with geographic regions by eliminating that comparison and substituting a table based on the correlation between salary and the state in which a planner works. We have gone one step further to provide another breakdown of salaries by state and years of experience.

We hope you find the results of the survey useful and invite your comments about ways that the survey can better respond to your needs.

Part 1. Where Planners Work

All in all, there has been little change in employment trends for planners over the past two years. Both in public agencies and in the private sector, only small changes were recorded in the percentage of respondents in each category. This "stability" is a theme that carries through much of this survey of employment and salary trends.

The number of public agency planners continues to rebound from an all-time low in 1985—61.9 percent of all respondents. (See Table 1.) Slightly more than 67 percent of the respondents said that they worked for public agencies in October 1989. This figure comes close to matching the 68.6 percent representation of public agency planners in the 1985 survey. The number of city planners in the survey dropped slightly from its all-time high of 35.1 percent in 1987 to 34.5 percent in 1989, but city planners are, by far, the best represented public agency group in the survey. As is clear from the table, changes in employment trends among public agen-

cies were minimal. Two new categories tell us that 1.6 percent of the APA members who responded work for economic development agencies, while nearly one percent work for special districts.

The percentage of respondents from the private sector continues a decline that began in 1985. (See Table 2.) In the previous two surveys (1985 and 1987), representation from the private sector was at its highest levels since these surveys began in 1977. The reasons for this continuing decline are unclear. The number and percentage of consultants responding to the survey increased. The percentage of planners working in private business dropped from 3.5 percent to three percent (this figure is derived by adding together the percentages of respondents from law firms, development firms, financial institutions, and real estate agencies). And the drop in the category "other" was almost 3.5 percent. It may be that some of the planners who had checked "other"

TABLE 1. WHERE PLANNERS WORK: PUBLIC AGENCIES

Public Agency Employment	Percent of Total Respondents				
	1981 (N = 5,206)	1983 (N = 5,126)	1985 (N = 3,766)	1987 (N = 4,716)	1989 (N = 5,083)
City Planning	26.3%	28.6%	33.8%	35.1%	34.5%
County Planning	11.4	12.7	13.7	13.4	14.3
Joint City/County	2.6	3.0	2.9	2.9	3.1
Metro or Regional	8.5	7.4	6.6	6.1	6.1
State or Provincial	10.9	13.4	2.1	4.8	4.6
Federal	4.0	3.5	2.8	2.8	2.0
Economic Development	—	—	—	—	1.6
Special District	—	—	—	—	.9
Total	63.7%	68.6%	61.9%	64.5%	67.1%

TABLE 2. WHERE PLANNERS WORK: NONPUBLIC EMPLOYMENT

Nonpublic Employment	Percent of Respondents				
	1981 (N = 2,656)	1983 (N = 2,325)	1985 (N = 2,318)	1987 (N = 2,604)	1989 (N = 2,492)
Consultants	18.6%	17.2%	20.4%	18.5%	19.2%
Private Business	4.6	4.8	4.6	3.5	—
College or University	6.1	4.0	6.2	4.8	4.2
Nonprofit	3.1	3.3	3.1	2.5	2.6
Law Firm	—	—	—	—	1.0
Development Firm	—	—	—	—	2.0
Financial Institution	—	—	—	—	0.2
Real Estate	—	—	—	—	0.8
Other	2.3	1.8	3.8	6.4	3.0
Total	34.7%	31.1%	38.1%	35.7%	33.0%

in previous surveys are now covered by categories in the public agency table; namely, economic development agencies and special districts.

LARGE CITIES CONTINUE TO LOSE REPRESENTATION

The percentage of respondents to the survey who described themselves as big-city planners continues to decline. (See Table 3.) The 1987 survey documented a three percent loss in the number of planners who worked in jurisdictions with more than 250,000 population and a huge loss in the number of planners who said that they worked in urban jurisdictions. In 1989, the loss of respondents from jurisdictions with more than 250,000 population was slight (.7 per-

cent), but the number of planners who consider themselves "urban" planners dropped yet another 2.9 percent (the rate of loss since 1987 is 7.3 percent and 30.5 percent since 1985). That loss was picked up almost equally in respondents from suburban and rural jurisdictions, with a very slight increase in the "mixed" category.

The changes in this table over the past four years have been very revealing. The representation of planners in mixed jurisdictions jumped incredibly from 1985 to 1987; that figure has now stabilized. In the 1987 survey, I wrote that the drastic change in numbers since 1985 "may mean that suburbs are truly becoming cities and farmland on the edge of some suburbs is giving way in more places to 'exurbia'." At least, perhaps, planners see it that way. And who should

TABLE 3. WHERE PUBLIC AGENCY PLANNERS WORK: BY SIZE AND TYPE OF JURISDICTION

Jurisdictions	Percent of Respondents			
	1983 (N = 4,509)	1985 (N = 4,107)	1987 (N = 4,334)	1989 (N = 4,428)
<i>Size</i>				
250,000 and over	31.8%	32.6%	29.6%	28.9%
50,000 to 249,999	35.7	34.3	35.9	35.6
Under 50,000	32.5	33.1	34.5	35.5
<i>Type (Self-Defined)</i>				
Urban	53.1%	53.1%	39.8%	36.9%
Suburban	26.5	28.5	24.3	25.9
Rural	16.0	16.5	11.6	12.7
Mixed	4.0	1.9	24.3	24.6

know better?" In other words, these figures may not only provide us with a snapshot of where planners work, but they may tell us how jurisdictions are being shaped. Planners who work in these jurisdictions, particularly midsize "suburban" communities, find themselves more often addressing planning issues that have traditionally been considered urban problems and, on occasion, may also have to address "rural" planning issues—therefore, the perception that they work in jurisdictions that are part urban, suburban, and rural.

A LOOK AT REGIONAL AND STATE REPRESENTATION

There were very few changes in the percentage of respondents from the various regions of the country. Modest but notable gains were posted in the representation of planners

in the Middle Atlantic, East South Central, and East North Central states. The most significant gain (1.9 percent, a rate of gain of 54.3 percent) was posted in the East South Central category. (See Table 4.) There were losses of representation in five regions; the most significant were losses of 1.2 percent (a rate of loss of 18 percent) in the West South Central states and one percent in the Mountain states. The Mountain states, however, still maintain a good planner-to-population ratio; according to the Census Bureau's *Statistical Abstract*, 5.4 percent of the U.S. population resided in those states while 7.6 percent of our respondents work there. In the West South Central states, however, the 1.2 percent loss widens the planner-to-population gap; in fact, that discrepancy (5.7 percent) is the widest gap on the table.

On a state-by-state basis, California planners make up

TABLE 4. WHERE PLANNERS WORK: REGIONAL*

Regions	Percent of Respondents			Regions	Percent of Respondents		
	1987 (N = 7,408)	1989 (N = 7,592)	1989 Percent of U.S. Population		1987 (N = 7,408)	1989 (N = 7,592)	1989 Percent of U.S. Population
<i>New England</i>	6.9%	7.1%	5.3%	<i>West North Central</i>	6.2%	5.7%	7.3%
Connecticut				Iowa			
Maine				Kansas			
Massachusetts				Minnesota			
New Hampshire				Missouri			
Rhode Island				Nebraska			
Vermont				North Dakota			
				South Dakota			
<i>Middle Atlantic</i>	10.4	11.0	15.4	<i>West South Central</i>	6.6	5.4	11.1
New Jersey				Arkansas			
New York				Louisiana			
Pennsylvania				Oklahoma			
				Texas			
<i>South Atlantic</i>	22.6	22.2	17.1	<i>Mountain</i>	8.6	7.6	5.4
Delaware				Arizona			
District of Columbia				Colorado			
Florida				Idaho			
Georgia				Montana			
Maryland				Nevada			
North Carolina				New Mexico			
South Carolina				Utah			
Virginia				Wyoming			
West Virginia							
<i>East South Central</i>	3.5	5.4	6.3	<i>Pacific</i>	21.7	21.1	15.0
Alabama				Alaska			
Kentucky				California			
Mississippi				Hawaii			
Tennessee				Oregon			
				Washington			
<i>East North Central</i>	11.4	12.3	17.2	<i>Canada</i>	1.2	1.2	—
Illinois							
Indiana				<i>Other</i>	0.8	0.3	—
Michigan							
Ohio							
Wisconsin							

*See also Table 16 below for numbers of responses from individual states.

15.5 percent of the total number of respondents in 1989. This level of representation is nearly identical to that in 1987. According to Census Bureau figures, California had 11.4 percent of the population. So, again, the planner-to-population ratio in California is quite good. It is nearly as good in Florida, where 7.6 percent of the respondents to the 1989 survey work. Florida's population is 4.9 percent of the total U.S. population. The number of respondents from those states increased by 3.0 percent and 4.9 percent, respectively, which outpaces the overall growth in respondents (1.1 percent) since the 1987 survey.

Some states posted significant gains in representation (and, perhaps, in planning jobs). They were Georgia (up 15 respondents or 11.5 percent since 1987); Illinois (up 37 or 14.9 percent); Maine (up 21 or 75 percent); Maryland (up 39 or 21.2 percent); Michigan (up 42 or 23.1 percent); Minnesota (up 24 or 15.7 percent); New York (up 81 or 25.2 percent); and Virginia (up 73 or 22.2 percent). Despite these gains, only Minnesota and Virginia have better than one-to-one planner-to-population ratios. Respondents from Minnesota make up 2.3 percent of the survey, while Minnesota's population is 1.7 percent of the U.S. population. Virginia's ratio is outstanding; 5.3 percent of the survey respondents are from Virginia, whereas their representation among the population is 2.4 percent.

States posting significant losses were, not surprisingly, those that are suffering from the downturn in the oil industry. For instance, Alaska had 23 fewer respondents (a loss of 51 percent since 1987); Colorado had 29 fewer respondents (a loss of 13.3 percent); and Texas had 70 fewer respondents (a loss of 19.9 percent). Other states with significantly fewer respondents (losses greater than 15 percent since 1987) included Iowa, Kansas, Louisiana, Nebraska, Nevada, and Wyoming.

NUMBER OF PLANNERS WITH MORE THAN 10 YEARS EXPERIENCE CONTINUES TO CLIMB

In the past eight years, the makeup of the membership of APA, as projected from the results of the salary survey, has changed significantly. In 1981, a little more than a quarter of the respondents to the survey had five or fewer years of experience; slightly more than 38 percent had five to 10 years ex-

TABLE 5. YEARS OF PLANNING EXPERIENCE

Years of Experience	Percent of Respondents			
	1983 (N = 7,476)	1985 (N = 6,645)	1987 (N = 7,350)	1989 (N = 7,592)
Under 5 years	16.8%	22.6%	17.6%	18.7%
5 to 10 years	44.4	29.2	30.7	28.0
Over 10 years	38.8	48.2	51.6	53.3

perience; and only 35 percent had more than 10 years experience. In 1989, increases in representation occur at the entry-level and the highest level of experience, while the middle category is at its lowest level in the history of the survey. (See Table 5.)

When breaking down the respondents by years of experience using five-year groupings, we see that there is relatively even distribution up to 20 years of experience. The group with between 11 and 15 years experience makes up 22.5 percent of the survey respondents, and the group with between 16 and 20 years experience makes up 15.6 percent of the total. Without grouping years of experience, the greatest number of respondents to the survey had 10 years of experience (535 responses), followed by those with 15 years of experience (466 responses), and, then, five years of experience (459 responses). The median for years of experience appears to be approximately 12 years.

In sum, APA's membership, which has grown in recent years to a new high, is characterized by members with good tenure in the field. Given that the tables in this section and the rest of the report show few significant changes in the movement of planners from one type of employer to another, we also speculate that many are establishing long tenures in their jobs. The picture of planners that we get from Part 1 of the 1989 survey of salaries and employment trends can be described in one word—stability. And this stability has a very positive effect on salaries, as we shall see in Part 2.

Part 2. Salaries

The median salary of all planners rose to \$39,500 in 1989, an increase of \$3,500 or 9.7 percent in the 1987-89 period. This increase is in line with inflation figures over that same period. For the individual planner who wants to know how his or her salary compares to the salaries of other planners, it is best to consider the median salary of planners with similar years of experience first. Other factors that have a significant influence on salary are the type of employer and the state in which the planner works. This year's report introduces several new correlations that make it possible to better measure these influences. We have provided a more precise breakdown of types of employers and have correlated, for the first time, salaries by state and by experience. We have also taken a look at the makeup of respondents and their salaries by whether they hold a master's degree in planning or a master's in some other discipline.

TYPE OF EMPLOYER AND QUALIFICATIONS

Tables 6 and 7 relate salaries to the type of employer, the sex and number of years of experience of the employee, and the degree held by the employee. As has been the case in all the past surveys, it is clear from these tables that more education means more pay. It also remains true that those planners working as consultants or in private business receive the highest salaries and, in general, reported the greatest salary increases since 1987. (See Table 6.) Those consultants with fewer than five years experience reported an increase in median salary of 14.8 percent; those in the middle experience group got an increase of 9.6 percent; and those with more than 10 years experience got a 10 percent raise.

Public agency planners, on the other hand, did not fare as well. For city/county/joint/metro/regional planners, the increases reported in median salary in the entry-level and midlevel experience categories were 7.5 and 7.4 percent, respectively, while those with more than 10 years experience showed a salary increase of 8.3 percent. Planners working for state or federal agencies reported increases of 10.7 percent, no increase, and 6.7 percent in each of the respective experience groups.

Table 7 provides a more exact look at the relation between

salaries, employer, and qualifications. It is clear that private-sector employers are able to pay higher salaries. Respondents who worked in law firms, development firms, colleges, and real estate agencies reported the highest median salaries in almost all cases. Among the employers that we have grouped under the public sector, special districts seem to pay the highest salary by far, with federal and state agencies paying the next highest salaries.

Specific salary increases since 1987 vary widely. For this analysis, we have focused on two categories of public-sector employers—city agencies and county agencies—and one private-sector employer—consulting firms—that had the greatest number of respondents at each level of experience. We hope that by using these numbers we provide the most meaningful comparisons for the greatest number of planners.

City planners, regardless of qualifications, experience, or sex, reported the lowest salary increases among these three groups. In entry-level jobs, 145 male planners holding a bachelor's degree reported an increase of 6.5 percent since 1987, and 193 with a master's degree reported an increase of 9.3 percent. The 76 female city planners with a bachelor's degree and fewer than five years experience reported an increase of only 2.0 percent since 1987; the 113 with a master's degree had a salary increase of 7.9 percent.

At the middle experience level, we see similar numbers. For men, the 161 with a bachelor's got a 8.1 percent increase; the 350 with a master's received a 7.5 percent increase. For women, the 110 with a bachelor's reported a raise of 7.0 percent, while the 183 with a master's received a 9.4 percent pay hike.

Finally, for those city planners with the most experience, 373 men with a bachelor's reported a 2.4 percent increase; 690 with a master's said they received an increase of 6.7 percent. Fifty-eight women with a bachelor's and more than 10 years of experience fared best among city planners; their pay increase was 13.9 percent since 1987. The 116 female city planners with a master's and more than 10 years experience, on the other hand, received only a 5.7 percent increase.

County planners had very good representation in the

TABLE 6. PLANNERS' MEDIAN SALARIES: BY SEX, QUALIFICATIONS, EXPERIENCE, AND EMPLOYER

Experience and Employer	Total	Male (N = 5,691)				Female (N = 1,851)			
		B.A.	M.A.	Ph.D./Law	Total	B.A.	M.A.	Ph.D./Law	Total
<i>Under 5 Years</i>									
City/County/Joint/Metro/Regional	\$26,250	\$25,000	\$27,500	\$32,240	\$26,500	\$24,980	\$27,000	**	\$26,000
State/Federal	29,812	30,000	30,000	**	30,000	25,000*	29,000	**	27,900
Private Consultant/Business	31,000	30,000	31,000	47,500	31,250	27,500	30,750	51,500*	30,000
University/Foundation	31,000	**	30,000	43,000	32,000	**	25,700	44,000*	28,000
Other	21,500	**	23,000	**	22,500	37,000*	27,250	**	29,500
<i>Between 5 and 10 Years</i>									
City/County/Joint/Metro/Regional	33,280	33,000	34,800	37,100	34,000	31,385	33,000	43,080*	32,500
State/Federal	35,788	35,000	39,000	42,000*	38,600	30,000	35,000	**	34,556
Private Consultant/Business	40,500	40,000	42,500	65,000	42,000	38,000	40,000	**	39,000
University/Foundation	37,000	30,976*	37,878	40,000	37,500	**	35,000	38,200	36,500
Other	35,400	30,000*	39,000	**	38,900	27,000*	28,600	**	28,600
<i>Over 10 Years</i>									
City/County/Joint/Metro/Regional	44,400	42,000	46,627	54,500	45,000	38,000	43,000	44,000*	42,000
State/Federal	48,000	45,550	49,000	46,400	48,000	38,880*	48,528	**	48,000
Private Consultant/Business	55,000	55,000	56,000	65,000	56,000	45,000	46,000	46,000*	46,000
University/Foundation	50,000	42,000	50,000	55,000	52,000	65,000*	41,500	42,000	45,000
Other	47,613	47,000	47,000	65,000	50,000	35,500	58,900	**	39,000

* Fewer than 10 responses; sample size not statistically significant.

** Fewer than five responses; not included in table, but included in totals.

TABLE 7. PLANNERS' MEDIAN SALARIES: BY SEX, QUALIFICATIONS, EXPERIENCE, AND EMPLOYER

Experience and Employer	Total	Male (N = 5,691)				Female (N = 1,851)			
		B.A.	M.A.	Ph.D./Law	Total	B.A.	M.A.	Ph.D./Law	Total
<i>Under 5 Years</i>									
City	\$27,000	\$25,834	\$28,500	\$29,500	\$27,900	\$25,000	\$27,132	**	\$26,386
County	26,000	24,900	27,000	**	26,000	24,800	27,000	**	26,000
Joint City-County	26,300	20,600*	28,188	**	27,388	19,000*	26,800	**	24,128
Metro/Regional	25,000	22,250	25,149	**	25,000	21,000*	25,300	**	24,950
State (Planning)	27,000	**	27,500*	**	26,000*	**	**	**	**
State (Other)	30,000	30,000*	33,000	**	31,000	**	26,900	**	26,635
Economic Development	29,000	**	29,000*	**	28,500	**	32,700*	**	32,700*
Special District	36,500	**	31,000*	**	35,750	**	**	**	**
Federal	28,900	**	**	**	27,750	**	**	**	28,900*
Private Consultant	30,000	29,250	31,250	45,000*	31,000	27,500	30,000	**	30,000
Law Firm	42,000	**	27,000*	**	34,000*	**	**	51,500*	42,000
Development Firm	38,440	**	39,440*	**	40,000*	**	**	**	35,000*
Financial	**	**	**	**	**	**	**	**	**
Real Estate	33,000*	**	31,000*	**	33,000*	**	**	**	**

Continued

TABLE 7. CONTINUED

Experience and Employer	Male (N = 5,691)					Female (N = 1,851)			
	Total	B.A.	M.A.	Ph.D./Law	Total	B.A.	M.A.	Ph.D./Law	Total
<i>Under 5 Years (Continued)</i>									
College/University	33,500	**	30,000	43,000	34,500	**	25,400*	44,000*	31,950
Foundation	28,650	**	31,800	**	30,000	**	26,000	**	26,000
Other	21,500	**	23,000	**	22,500	37,000*	27,250	**	29,500
<i>Between 5 and 10 Years</i>									
City	35,000	33,500	36,000	40,000*	35,000	32,250	35,000	43,080*	34,000
County	32,000	32,500	32,500	31,250*	32,450	29,000	31,900	**	31,000
Joint City-County	30,696	29,000	31,345	**	31,000	26,453*	31,455	**	30,300
Metro/Regional	31,500	30,000	33,450	**	32,671	22,000*	28,000	**	27,600
State (Planning)	34,000	**	34,033	**	34,517	22,000*	28,400	**	30,600
State (Other)	37,000	**	40,000	**	40,000	28,700*	35,000	**	34,500
Economic Development	38,500	32,000*	37,500	**	36,300	**	45,000	**	43,948
Special District	42,500	**	43,000*	**	44,500	**	36,140*	**	34,000*
Federal	38,050	35,000*	40,000	**	39,400	**	38,000*	**	34,900
Private Consultant	40,000	40,000	42,500	65,000*	42,000	35,500	39,000	**	38,000
Law Firm	43,500	**	**	65,000*	46,250	39,000*	**	**	43,500
Development Firm	45,000	55,600	41,500	**	44,000	42,000*	50,000*	**	45,000
Financial	45,000	**	45,000*	**	45,000*	**	**	**	**
Real Estate	48,888	**	70,000*	**	50,000	**	42,000*	**	42,250*
College/University	37,750	**	39,800*	40,000	38,200	**	37,000	*	37,000
Foundation	36,150	**	37,250	**	36,300	**	37,000	**	36,000
Other	35,400	30,000*	39,000	**	38,900	27,000*	28,600*	**	28,600
<i>Over 10 Years</i>									
City	46,000	42,500	48,000	56,000	46,200	42,130	43,603	44,600*	43,376
County	43,000	40,000	44,900	44,000*	43,446	35,300	43,500	**	40,000
Joint City-County	39,300	39,850	40,000	**	40,000	34,970*	35,794*	**	35,000
Metro/Regional	44,000	39,200	44,685	58,550*	44,119	37,558*	39,756	**	40,200
State (Planning)	46,000	48,000	47,711	38,000*	47,456	**	44,126	**	42,000
State (Other)	47,000	37,500	50,000	49,075	47,000	**	45,000	**	47,000
Economic Development	50,000	53,000	50,000	**	50,000	**	53,000*	**	50,000*
Special District	45,000	45,000*	47,500	**	46,000	**	36,140*	**	40,570*
Federal	50,000	50,000	50,000	50,000*	50,000	**	52,500	**	52,500
Private Consultant	55,000	55,000	56,000	65,570	56,000	44,500	45,000	**	45,000
Law Firm	51,800	**	**	60,000	57,500	**	**	**	43,500*
Development Firm	75,000	68,500	75,000	**	75,000	**	52,750*		63,000
Financial	44,000	**	**	**	**	**	**	**	**
Real Estate	60,000	60,000*	71,000	**	60,000	**	**	**	**
College/University	54,000	50,500*	50,000	55,000	55,000	**	43,000*	42,000	44,000
Foundation	45,000	40,000*	46,900	48,500*	46,000	**	40,000	**	45,000
Other	47,613	47,000	47,000	65,000	50,000	35,500	58,900	**	39,000

* Fewer than 10 responses; sample size not statistically significant.

** Fewer than five responses; not included in table, but included in totals.

survey and, perhaps surprisingly, had very good salary increases for all categories of respondents. Perhaps a renewed focus on the regional effects of projects has meant new and better opportunities for those planners who choose to work in county agencies. For instance, 54 entry-level male county planners with a bachelor's reported a salary increase of \$4,000, an increase of 19.1 percent, while their 97 counterparts with a master's degree reported an increase of 12.5 percent in salary since 1987. For women, the numbers were similar; the 43 with a bachelor's degree got \$2,800 more, an increase of 12.7 percent since 1987, and the 59 with a master's degree posted a gain of \$2,900 or 12 percent.

In the five to 10 years experience category, the trend continues, except for men with a master's degree. Fifty-nine county planners with a bachelor's reported an increase of 16.5 percent in median salary, but the 117 with a master's received only a 5.7 percent increase. The increases were 8.9 percent and 11.5 percent, respectively, for the 32 women with a bachelor's and the 73 women with a master's.

For those county planners with more than 10 years experience, increases were 6.1 percent for the 167 men with a bachelor's and 12.3 percent for 286 with a master's. For women, the increases were 17.7 percent for the 20 who had a bachelor's and 8.8 percent for the 55 who had a master's.

There were some unexplainable oddities in the salary numbers reported for consultants, the private-sector group with the most respondents in each experience category. For instance, while men working with consulting firms at the

entry level reported increases of 18.2 percent and 11.6 percent in the bachelor's and master's category, women reported increases of only 7.8 percent for those with a bachelor's and no increase for those with a master's. In the middle experience category, the 75 male consultants with a bachelor's degree posted a median salary increase of 11.1 percent, which was also the increase reported by the 175 respondents with a master's. Female consultants in this experience group consisted of 43 with a bachelor's and 73 with a master's; they reported increases of 6.0 percent and 21.9 percent, respectively. Finally, for those consultants with more than 10 years of experience, increases for 187 men with a bachelor's amounted to 10.0 percent, while their 545 colleagues with a master's degree posted a gain of 7.7 percent. The 18 female consultants with a bachelor's degree and 10 or more years of experience reported an actual loss (\$500) in median salary. The median salary for the 87 women who make up the group with the most experience and a master's degree was 6.9 percent higher than it was in 1987.

For those who are interested in where the money is, we have picked out the highest salaries on Table 7. At the entry level, it is clear that consultants pay the best. The only statistically significant median salaries that exceed the \$31,000 earned by male consultants and the \$30,000 earned by female consultants are those of men and women working for a college or university. In the middle category, law firms and development firms top the best-paying employer list. The median salary for male planners working in law

TABLE 8. PLANNERS' MEDIAN SALARIES: BY SEX AND EMPLOYER

Employer	1987			1989		
	Total (N = 7,192)	Male (N = 5,525)	Female (N = 1,667)	Total (N = 7,575)	Male (N = 5,693)	Female (N = 1,852)
City	\$34,716	\$36,000	\$30,000	\$38,000	\$40,000	\$33,500
County	31,000	32,600	26,462	34,700	36,317	31,000
Joint City/County	31,500	33,000	26,500	32,411	34,000	30,000
Metro/Regional	32,051	34,000	30,500	35,000	36,400	27,900
State (Planning)	38,000	40,000	34,000	40,000	43,000	36,000
State (Other)	36,000	36,500	35,000	40,500	43,000	35,000
Federal	43,900	45,000	38,000	45,000	45,515	40,000
Economic Development	—	—	—	45,000	45,000	43,948
Special District	—	—	—	44,300	45,000	36,140
Private Consultants	42,000	45,000	32,000	45,000	50,000	36,000
Law Firm	47,000	50,000	39,000	42,500	44,500	42,000
Development Firm	—	—	—	59,250	65,000	46,000
Financial	—	—	—	44,500	44,500	*
Real Estate	—	—	—	50,000	60,000	38,500
College/University	45,000	45,500	38,000	47,300	50,000	38,000
Nonprofit Foundations	35,000	38,750	30,000	39,350	40,000	36,000
Other	38,000	40,000	33,200	38,000	42,000	33,000

*Fewer than five responses; not included in table, but included in totals.

TABLE 9. PLANNERS' MEDIAN SALARIES:
BY EDUCATION

Degree	Median	N
B.A.	\$36,000	2,197
M.A., planning	40,000	3,594
M.A., other	41,000	1,385
PhD, Law, planning	50,000	242
PhD, Law, other	48,000	174

firms was \$46,250; for women planners/lawyers, it was \$43,500. In development firms, the median salary for men was \$44,000, while it was \$45,000 for women. And, finally, if you have more than 10 years experience, you will find the highest paying jobs, by far, in development firms. The median salary for men was \$75,000 and for women it was \$63,000. After development firm salaries came real estate firm salaries (for men), consultant salaries (for men), college/university salaries (for men), and federal agency salaries (for women).

For overall highest salaries without regard to experience or degree, Table 8 shows that, in the public sector, federal agencies and economic development agencies pay best, while, in the private sector, development firms, real estate firms, and colleges and universities paid the highest salaries to planners.

A MASTER'S DEGREE IN PLANNING: IS IT WORTH MORE?

In the past year or two, we have seen an ongoing discussion about the importance of a professional planning education as the best and preferred means of preparing for a career in planning. There has also been an emphasis on hiring planners with such backgrounds over planners from other backgrounds. On the survey used to prepare the 1989 report, we asked planners to tell us their highest degree and whether their master's degree was in planning or in some other field. By projecting the results of our survey over the membership and the planning field, we hoped to get some idea of what percentage of planners do, in fact, have a master's in planning as opposed to a master's in some other field.

If a planner responded that he or she held a master's in planning and a master's in another field, we recorded that response as being equivalent to having a master's degree in planning.

Our survey shows that, of the 7,592 APA members who responded, 2,197 or 28.9 percent have not received a degree higher than a bachelor's; 1,559 or 20.5 percent have a master's degree in a field other than planning; and 3,836 or 50.5 percent have a master's degree in planning. (See Table 9.) To reach these figures, we have added those planners who responded that they had a Ph.D. or law degree and a master's degree in planning with those who responded that they had a master's degree in planning. We did the same for the planners with a master's in another field.

As far as salaries are concerned, the median salaries reported did not differ significantly on the basis of whether a planner had a master's in planning or in another field. There were significant differences, however, on the basis of highest degree received. Planners with a bachelor's degree had a median salary \$4,000 lower than the lower of the two figures posted by planners with a master's degree and \$12,000 lower than the lower of the two figures given for planners with a Ph.D. or law degree. And the difference between the figures for a planner with a master's degree in planning and a planner with a Ph.D. or law degree with a master's in planning was \$10,000. For planners with a master's in another field and those with a Ph.D. or law degree with a master's in another field, the difference was \$7,000.

If we project from the survey results, we find that nearly one out of three planners holds a bachelor's degree only and one out of five has a master's degree in a field other than planning. In all, approximately half of the respondents do not have a master's degree in planning. It must be noted that the makeup of the respondents, in years of experience, can account for the number of planners who hold a bachelor's degree only. Nearly 16 percent have more than 16 years experience, and many of those planners have probably received their mastery of planning on the job. Of those planners with a master's degree, the ratio is more than two to one in favor of those with a master's degree in planning.

YEARS OF EXPERIENCE

When looking at the salary increases since 1987 on the basis of sex and experience, the only increases that exceed the 9.7 percent overall increase in median salary for planners occurred in the entry-level category. (See Table 10.) The me-

TABLE 10. PLANNERS' MEDIAN SALARIES: BY SEX AND YEARS OF EXPERIENCE

Years of Experience	Median Salaries								
	1985			1987			1989		
	Total (N = 6,130)	Male (N = 4,891)	Female (N = 1,239)	Total (N = 7,221)	Male (N = 5,557)	Female (N = 1,664)	Total (N = 7,584)	Male (N = 5,696)	Female (N = 1,855)
Under 5 Years	\$24,084	\$24,333	\$23,085	\$25,000	\$25,000	\$25,000	\$27,500	\$28,000	\$27,000
5 to 10 Years	31,071	30,070	30,073	32,500	33,000	31,450	35,000	36,000	34,000
Over 10 Years	40,804	41,553	36,063	44,500	45,000	40,000	47,500	48,484	43,376

TABLE 11. PLANNERS' MEDIAN SALARIES:
BY SEX AND YEARS OF EXPERIENCE

Years of Experience	1989				
	Total (N = 7,584)	Male	N	Female	N
1	\$25,000	\$24,550	132	\$25,000	87
2	26,500	27,000	220	26,000	135
3	28,000	28,000	239	28,000	123
4	30,000	30,100	217	30,000	135
5	32,000	32,000	279	31,000	177
6	34,000	35,000	189	33,000	132
7	35,000	36,000	173	32,000	107
8	36,500	38,563	170	35,000	105
9	37,000	37,088	164	36,000	84
10	40,000	40,000	380	39,000	155
11	37,240	39,000	181	34,700	74
12	43,000	43,000	331	44,496	90
13	42,000	42,000	235	41,000	62
14	44,000	44,900	213	43,150	52
15	46,022	47,200	377	45,000	87
16+	51,000	51,800	2,124	48,000	200

dian salary for all planners with fewer than five years experience (\$27,500) indicates a 10 percent increase since 1987. The median salary for male planners in entry-level positions increased the most since 1987—12 percent. All the other increases on the table were below the 9.7 percent overall increase. Pay hikes (in terms of percentages) were lowest for planners with more than 10 years experience (6.7 percent).

When taking into account gender, women with more than 10 years experience fared the best after entry-level salaries for men; those women received an 8.4 percent increase. Men in the middle experience group reported an 8.3 percent increase, and the other categories of women's salaries were not far behind, posting an 8.1 percent increase in the middle experience group and 8.0 percent at the entry level. Men with more than 10 years experience reported a median salary hike of 7.7 percent.

We established a new table in 1987 that provides a more precise breakdown of salaries by experience. We decided to do such a table because, in past surveys, years of experience appeared to be one of the three greatest factors influencing salaries (the other two being employer and the state in which the planner works). We had also found that such a breakdown provided a better idea of where salary changes were happening.

Table 11 provides a list of reported salaries by men and women in each year of experience up to 16 years. This table makes clear that the overall median salary reported by planners (\$39,000) corresponds with a level of experience somewhere between 11 and 12 years, further evidence of the

"maturity" of APA's membership discussed in Part 1.

The greatest increases in salary since 1987 have occurred in the years when planners are just getting started—perhaps a sign of the growing prominence of planning and a willingness to pay more for educated planners due to environmental and growth management concerns. Planners who were in their first year of experience on October 1, 1989, reported a median salary (\$25,000) that was 16.5 percent higher than that earned by that same group in 1987. In fact, the increase in median salary through the first seven years, in each case, exceeds the increase we calculated for the median salary for all planners (9.7 percent) since 1987. At two years, for instance, the increase is 11.5 percent; at three years, 10.2 percent; at four years, 11.1 percent; at five years, 10.3 percent; at six years, 13.3 percent; and, at seven years, 12 percent. Only at two points after this do salary increases exceed 9.7 percent—at 10 years (11.1 percent) and at 12 years (13 percent).

Table 11 also makes clear that both men and women received better-than-average salary increases in those first seven years of experience. Increases for men in that period were 11.6 percent; 12.5 percent; 10.6 percent; 11.5 percent; 9.4 percent; 16.7 percent; and 12.5 percent, respectively. Men reported significant gains in median salary three times after the first seven years (13.4 percent at eight years; 11.1 percent at 10 years; and 11.7 percent at 12 years). In the first seven categories of experience for women, the salary gains were 19.6 percent; 13.0 percent; 9.8 percent; 13.1 percent; 8.5 percent; and 15.0 percent. Only once after this period did women report a significant salary increase—at 12 years of experience, the increase was \$6,496 since 1987, or 17.1 percent.

The highest increase on the table was recorded for women with one year of experience (19.6 percent). The second highest increase on the table was the 17.1 percent posted for women with 12 years experience. Only at these two points on the table is the median salary reported by women higher than that reported by men with the same experience. In terms of percentage increases, women outgained men at six points on the table—one year of experience, two years, four years, nine years, 12 years, and the highest experience category. The salary gap between men and women continues to narrow in the first several years of experience, but women continue to report median salaries that are lower than those of men in 14 of the 16 experience levels shown here. The fact that men also outgained women in percentage of salary growth in 10 of the 16 categories indicates that, in fact, some of the disparities may be increasing.

The only salary loss on the table was reported by women. Female respondents with 11 years experience reported a median salary that was 8.1 percent lower than that reported in 1987. We can offer no explanation for this loss. In fact, that median salary would seem to correspond to a salary for a woman with between seven and eight years experience.

For men, the greatest increase was posted by those with six years experience (\$5,000 or 16.7 percent). Other good increases were reported by men with eight years experience (\$4,563 or 13.4 percent); seven years experience (\$4,000 or 12.5 percent); three years experience (\$3,000 or 12.5 percent); and four years experience (\$3,100 or 11.5 percent). The lowest gain posted for men was at 11 years experience—the same category where women posted a loss.

The increase there was only \$500 or 2.5 percent. Again, we have no explanation for this anomaly.

COMPARISONS BY SIZE AND TYPE OF JURISDICTION

As might be expected because of cost-of-living considerations, planners working in the largest jurisdictions surveyed (250,000 and over) make the most money at each level of experience. (See Table 12.) But planners working in midsize jurisdictions are not far behind. And the median salary reported by planners working in the smallest jurisdictions surveyed (under 50,000) does not trail that of planners in midsize jurisdictions by much (only \$275) in the fewer than five years category and actually exceeds it in the middle experience category (\$33,100 to \$33,000). Only at the highest level of experience is the difference significant (\$3,000).

Women's salaries overall are keeping pace with those of men in the under five years category in each of the three jurisdiction sizes, and, in fact, exceed them in the largest and midsize jurisdictions. In the middle experience category, the differences are also not great, but, in each case, the median salary reported by men was larger. In the more than 10 years experience category, women made significantly less than men in each of the jurisdiction categories. Please note, however, that experience may play a great role in dictating these differences.

An analysis of the raw data used to compile the survey revealed a somewhat surprising statistic; namely, more women who work for public agencies work in small jurisdictions than in any other size jurisdiction. Slightly more than 35 percent of the 1,208 public agency female planners who responded to the survey work in jurisdictions under 50,000;

33.2 percent work in large jurisdictions; and 31.4 percent work in the midsize communities. Male representation was a bit different—36.6 percent of the 3,603 men who work in public agencies work in midsize jurisdictions; 34.6 percent work in small communities; and 28.8 percent work in large communities.

In 1987, the median salary for all planners was identical with the median salary of those planners who said that they worked in urban jurisdictions with a population of between 50,000 and 249,999. In 1989, this still holds true. The difference between the overall median and the median salary reported by that group is only \$350. (See Table 13.) As was also true in 1987, the greatest number of public agency respondents (652 or 14.7 percent) were urban planners in midsize jurisdictions. The next best-represented group was suburban planners in small jurisdictions, followed closely by urban planners in large cities and planners from large mixed jurisdictions.

Increases in median salaries since 1987 seem to be best in the mixed jurisdiction category. There, planners in midsize, mixed communities earned a median salary 11.2 percent higher, while their counterparts in small jurisdictions reported a 10.3 percent increase. In large, mixed jurisdictions, the increase since 1987 was only 6.5 percent. While the largest increase on the table (\$11,000 or 36.7 percent) belonged to planners working in large, rural jurisdictions, it should be taken into account that there were only 23 respondents (fewer than one percent of all public agency respondents) in this category. The second largest increase on the table belongs to planners working in large suburbs (\$4,536 or 12.8 percent with 2.9 percent of the public agency respondents). Lowest on the table was the 6.2 percent in-

TABLE 12. PLANNERS' MEDIAN SALARIES: BY SEX, QUALIFICATIONS, EXPERIENCE, AND JURISDICTION SIZE

Experience and Employer	Total	Male (N = 3,603)				Female (N = 1,208)			
		B.A.	M.A.	Ph.D./Law	Total	B.A.	M.A.	Ph.D./Law	Total
<i>Under 5 Years</i>									
250,000 and over	\$28,000	\$25,084	\$29,200	\$42,700*	\$27,950	\$26,000	\$30,000	**	\$28,000
50,000 to 249,999	26,275	25,423	26,724	**	26,044	27,499	27,000	**	27,000
Under 50,000	26,000	24,600	28,000	29,500*	26,500	23,000	26,025	**	25,000
<i>Between 5 and 10 Years</i>									
250,000 and over	35,000	33,051	36,000	52,000*	36,000	30,000	36,000	37,000*	34,320
50,000 to 249,999	33,000	32,000	35,000	34,550*	33,750	31,142	32,000	**	32,000
Under 50,000	33,100	32,250	34,500	32,000*	33,574	30,184	33,480	**	32,250
<i>Over 10 Years</i>									
250,000 and over	47,571	45,000	49,800	56,000	48,152	42,000	45,000	50,000*	45,000
50,000 to 249,999	45,000	43,625	47,500	54,500	46,000	38,000	40,500	**	39,656
Under 50,000	42,000	38,500	44,500	53,750	42,450	36,000	39,000	**	37,600

* Fewer than 10 responses; sample size not statistically significant.

** Fewer than five responses.

TABLE 13. PUBLIC AGENCY PLANNERS' MEDIAN SALARIES: BY JURISDICTION TYPE AND SIZE

Jurisdiction		1985 (N = 3,757)		1987 (N = 4,363)		1989 (N = 4,428)	
Type	Size	Number	Median Salary	Number	Median Salary	Number	Median Salary
Urban	250,000 or more	855	\$35,064	637	\$38,022	580	\$41,000
	50,000 to 249,999	692	32,569	656	36,000	652	39,350
	Under 50,000	456	29,574	491	31,538	469	34,000
Suburban	250,000 or more	193	32,070	133	35,464	127	40,000
	50,000 to 249,999	387	33,816	360	40,000	399	42,800
	Under 50,000	489	31,570	556	34,000	592	37,150
Rural	250,000 or more	38	30,447	15	30,000	23	41,000
	50,000 to 249,999	226	26,954	154	28,900	166	30,678
	Under 50,000	345	25,082	338	27,825	370	30,000
Mixed	250,000 or more	51	35,064	529	33,880	557	38,200
	50,000 to 249,999	23	31,071	380	30,665	378	34,089
	Under 50,000	2	29,324	114	29,478	115	32,500

crease in salary reported by rural planners in midsize jurisdictions.

The 1987 report showed a dramatic increase in the number of planners who called their jurisdictions "mixed"; that is, a combination of urban, suburban, and rural. We have already offered an explanation for this sudden jump to this category. (See Part 1.) In 1987, because of the rapid and extreme change in representation in this category, we were uncertain as to the "correctness" of the salary figures reported by such planners. We now see very consistent numbers, as regards representation, in this category and can make some comparisons between the median salaries reported by planners in mixed jurisdictions and those reported by planners in cities, suburbs, and rural areas.

In general, planners working in mixed jurisdictions fared very poorly in salary when comparing their salaries to those earned by their city and suburban colleagues, but they did do better than most planners working in rural areas. In large

jurisdictions, for instance, city and rural planners reported a salary that was \$2,800 more, and suburban planners had a median salary \$1,800 larger. In midsize jurisdictions, the difference was very great. City planners and suburban planners, respectively, reported median salaries \$5,261 and \$8,711 more than the median salary of planners in mixed areas. In small jurisdictions, those differences were \$1,500 and \$4,650. So, while planners in mixed jurisdictions make up a nearly a quarter of the public agency respondents to the survey, their salaries do not compare well with those planners whose jurisdictions are more clearly identifiable as one type or another.

DIRECTORS AND STAFF

The questionnaire defined director as agency director, chief executive officer of a firm, or head of an academic department. All other respondents to the survey were considered staff. Tables 14 and 15 list the median salaries of

TABLE 14. NONDIRECTORS' MEDIAN SALARIES: BY SEX, QUALIFICATIONS, EXPERIENCE, AND EMPLOYER

Experience and Employer	Total	Male (N = 3,379)				Female (N = 1,476)			
		B.A.	M.A.	Ph.D./Law	Total	B.A.	M.A.	Ph.D./Law	Total
<i>Under 5 Years</i>									
City/County/Joint/Metro/Regional	\$26,000	\$25,000	\$27,000	\$32,240*	\$26,000	\$24,990	\$27,000	**	\$26,000
State/Federal	29,000	27,000*	30,000	**	30,000	24,770*	29,000	**	27,000
Private Consultant/Business	30,320	28,500	31,000	47,500*	31,000	27,250	30,500	51,500*	30,000
University/Foundation	30,000	**	30,500	40,000	31,800	**	25,400	44,000*	27,500
Other	22,000	**	23,000	**	22,500	**	27,500*	**	32,000

Continued

TABLE 14. CONTINUED

Experience and Employer	Total	Male (N = 3,379)				Female (N = 1,476)			
		B.A.	M.A.	Ph.D./Law	Total	B.A.	M.A.	Ph.D./Law	Total
<i>Between 5 and 10 Years</i>									
City/County/Joint/Metro/Regional	32,998	32,500	33,350	31,750*	33,000	30,750	32,500	**	32,000
State/Federal	35,000	35,000	38,685	42,000*	37,550	30,000	35,000	**	34,278
Private Consultant/Business	40,000	40,500	42,000	65,000	42,000	38,500	39,750	**	39,000
University/Foundation	37,000	**	37,378	37,250	37,000	**	34,000	37,000	37,000
Other	34,500	**	37,000	**	36,000	31,000*	26,400	**	27,800
<i>Over 10 Years</i>									
City/County/Joint/Metro/Regional	41,750	39,925	43,000	46,400	41,750	37,338	42,346	44,600	41,800
State/Federal	47,000	45,050	47,711	45,958	47,000	**	48,528	**	48,000
Private Consultant/Business	52,000	52,000	53,000	60,000	53,000	45,000	48,250	60,000*	47,000
University/Foundation	49,000	48,000	45,000	52,550	50,000	**	40,000	40,900	42,000
Other	45,500	41,000	46,000	65,000*	47,000	33,500*	54,450	**	37,500

* Fewer than 10 responses; sample size not statistically significant.

** Fewer than five responses.

TABLE 15. DIRECTORS' MEDIAN SALARIES: BY SEX, QUALIFICATIONS, EXPERIENCE, AND EMPLOYER

Experience and Employer	Total	Male (N = 2,268)				Female (N = 322)			
		B.A.	M.A.	Ph.D./Law	Total	B.A.	M.A.	Ph.D./Law	Total
Under 5 Years									
City/County/Joint/Metro/Regional	\$29,297	\$26,250	\$30,023	**	\$29,500	\$24,000	\$27,108	**	\$27,040
State/Federal	36,000*	**	**	**	42,000*	**	**	**	**
Private Consultant/Business	33,350	32,500*	37,500	**	42,500*	**	32,000*	**	32,000*
University/Foundation	44,000	**	28,650*	50,000*	47,000	**	**	**	**
Other	**	**	**	**	**	**	**	**	**
Between 5 and 10 Years									
City/County/Joint/Metro/Regional	36,000	33,750	37,000	40,000*	36,248	31,920	35,500	**	35,000
State/Federal	42,500*	**	45,000*	**	45,000	**	**	**	**
Private Consultant/Business	44,500	36,000	46,000	56,000*	45,000	35,000	44,148	**	39,000
University/Foundation	38,200	**	38,100	45,382*	39,600	**	35,000*	**	35,000*
Other	39,500*	**	47,500*	**	42,000	**	**	**	32,000*
Over 10 Years									
City/County/Joint/Metro/Regional	47,000	44,000	49,975	61,000	47,500	38,000	43,394	**	43,000
State/Federal	60,000	**	60,000	**	60,500	**	**	**	**
Private Consultant/Business	60,000	56,000	62,000	80,000	60,000	46,480	42,000	**	42,500
University/Foundation	56,000	38,500*	54,500	65,000	56,760	**	45,000	**	45,500
Other	52,000	52,350	48,750	65,000*	52,000	**	**	**	42,000*

* Fewer than 10 responses; sample size not statistically significant.

** Fewer than five responses.

staff and directors respectively. As regards representation, the percentage of planners who are directors and who have responded to APA's salary survey has remained constant throughout the decade at about 35 percent.

Overall, it is clear that planners who have the most experience need to make the leap to the director level if they want to earn higher salaries. The greatest differences between the median salaries of directors and those of staff occurred in the category that accounts for planners with 10 or more years of experience. The single greatest difference in median salary between directors and staff was reported by directors working for a state or federal agency with more than 10 years experience (a difference of \$13,000, up from \$10,600 in 1987). Directors working for other types of employers in that experience group also earned significantly larger salaries than their staff. In the city/county/joint/metro/regional grouping, the difference was \$5,250; for consultants and businesses, it was \$8,000; and at universities and foundations, it was \$7,000.

At the other levels of experience, the greatest difference in the salaries of directors and staff occurred in the private sector for planners with five to 10 years experience. The difference between the median salary of directors of consulting firms or in business and the median salary of their staff was \$4,500. Most other differences in median salary (where the median salaries of directors were statistically significant) were about \$3,000, regardless of the experience level. The only exception is in the university/foundation category in the middle experience level, where the difference was only \$1,200.

For men, the differences in salary between directors and staff were nearly identical to the overall differences discussed in the previous two paragraphs. For women, the differences between the salaries of directors and staff are not as great as

they are for men. For instance, in those categories in which there are enough women directors to make reasonable comparisons, the difference between the salaries of female directors and female staff in consulting firms and businesses was \$4,500; for men in that same category, it was \$7,000. In universities and foundations, the difference was \$3,000 for women, \$6,760 for men. And in the city/county/joint/metro/regional category, it was only \$1,200 for women, while it was \$5,250 for men. Assuming that years of experience is a key factor in determining salaries, these numbers seem to indicate that men have held more directorships longer. We might further speculate that the corollary is also true—women directors have less experience and their level of experience is similar to other female planners who do not hold directorships.

Women continue, in fact, to make gains in representation in the director category. In terms of number, there were 53 more women who were directors and who responded to the 1989 survey than there were in 1987. The change in the number of male directors in that time is only 48. The total number of female directors (375) is higher than it has ever been in the survey. The percentage of directors who are women in 1989 is 13.9 percent; that is up from 12.4 percent in 1987. Slightly more than 20 percent of all female respondents are directors; this figure is one percent greater than it was in 1987 and equal to what it was in 1985.

A STATE-BY-STATE BREAKDOWN OF SALARIES

We have refined even further our breakdown of salaries by state. In 1987, for the first time, we provided a look at median salaries on a state-by-state basis rather than by region, as had been done in all reports up to that time. The only correlation we made in 1987 was by sex. This year, we are providing an extensive table (Table 16) that provides cor-

TABLE 16. PLANNERS' MEDIAN SALARIES: BY SEX, EXPERIENCE, AND STATE

Experience and State	Male		Female		Experience and State	Male		Female	
	Median	N	Median	N		Median	N	Median	N
<i>Under 5 Years</i>					<i>Under 5 Years</i>				
Alabama	\$23,340	5	\$24,000	4	Illinois	26,500	32	30,000	17
Alaska	28,000	1	34,000	1	Indiana	24,500	13	18,250	8
Arizona	30,340	18	28,000	17	Iowa	23,000	8	10,800	3
Arkansas	30,730	5	—	—	Kansas	26,000	10	23,999	3
California	34,000	120	33,369	66	Kentucky	21,500	17	24,500	2
Colorado	25,610	15	22,250	8	Louisiana	22,144	2	22,818	3
Connecticut	30,000	15	30,000	15	Maine	28,000	6	24,500	4
Delaware	28,950	2	—	—	Maryland	31,000	19	26,000	21
District of Columbia	26,000	9	28,800	7	Massachusetts	30,000	33	32,250	16
Florida	27,250	90	26,625	50	Michigan	24,696	28	27,250	14
Georgia	25,105	24	23,152	8	Minnesota	26,000	23	29,500	12
Hawaii	31,000	4	23,000	5	Mississippi	21,656	2	21,600	1
Idaho	24,750	3	—	—					

Continued

TABLE 16. CONTINUED

Experience and State	Male		Female		Experience and State	Male		Female	
	Median	N	Median	N		Median	N	Median	N
Under 5 Years (continued)									
Missouri	26,500	10	24,774	6	Rhode Island	30,000	3	26,200	4
Montana	19,900	2	18,752	2	South Carolina	23,465	10	25,000	11
Nebraska	29,050	2	—	—	South Dakota	24,600	3	16,391	1
Nevada	32,250	2	29,689	2	Tennessee	27,900	11	24,612	10
New Mexico	24,000	9	27,500	3	Texas	28,600	29	23,000	15
New Hampshire	29,000	11	29,500	7	Utah	23,118	6	22,000	1
New Jersey	33,000	14	26,000	9	Vermont	25,000	9	23,500	9
New York	30,337	42	28,623	36	Virginia	29,150	70	30,000	41
North Carolina	24,144	39	26,000	24	Washington	29,600	17	29,000	10
North Dakota	—	—	—	—	West Virginia	26,950	2	—	—
Ohio	33,340	16	23,816	19	Wisconsin	24,336	13	30,000	6
Oklahoma	22,399	2	—	—	Wyoming	—	—	17,500	1
Oregon	26,000	11	26,200	10	Canada	16,000	2	96,000	1
Pennsylvania	24,000	33	22,800	15	Other	38,800	2	27,500	1

Between 5 and 10 Years

Alabama	35,000	13	25,363	3
Alaska	45,000	7	30,000	1
Arizona	40,000	24	34,900	22
Arkansas	62,500	1	29,000	1
California	45,000	190	40,000	135
Colorado	35,000	36	32,500	22
Connecticut	38,150	24	36,750	8
Delaware	45,000	4	34,900	1
District of Columbia	45,000	19	38,400	6
Florida	35,316	102	36,500	62
Georgia	30,000	27	28,800	19
Hawaii	47,000	11	42,500	2
Idaho	31,000	6	24,700	4
Illinois	35,500	52	35,000	24
Indiana	26,750	20	31,920	12
Iowa	28,260	7	30,000	12
Kansas	30,115	10	29,000	3
Kentucky	30,000	12	25,000	7
Louisiana	30,000	11	29,000	5
Maine	34,800	12	27,500	6
Maryland	36,000	35	36,000	19
Massachusetts	40,000	46	37,750	26
Michigan	33,500	33	37,250	16
Minnesota	32,000	32	32,000	15
Mississippi	25,212	6	27,750	2
Missouri	34,000	21	26,291	6

Between 5 and 10 Years

Montana	32,000	2	23,500	3
Nebraska	30,000	1	1,200	1
Nevada	38,850	9	33,000	6
New Mexico	29,500	10	27,250	8
New Hampshire	40,229	16	32,000	3
New Jersey	40,000	40	36,000	21
New York	40,976	72	37,250	32
North Carolina	31,000	55	28,750	34
North Dakota	25,815	2	—	—
Ohio	33,500	33	31,283	17
Oklahoma	33,000	13	38,500	3
Oregon	34,500	26	30,540	14
Pennsylvania	32,000	36	31,000	21
Rhode Island	41,000	6	32,000	7
South Carolina	31,500	15	27,500	9
South Dakota	30,808	1	—	—
Tennessee	30,600	21	26,772	6
Texas	35,000	63	33,550	36
Utah	29,000	12	26,000	4
Vermont	29,500	6	32,500	8
Virginia	37,800	59	34,000	49
Washington	35,000	37	32,000	20
West Virginia	24,850	2	24,750	2
Wisconsin	30,611	22	29,500	6
Wyoming	29,350	4	—	—
Canada	50,000	13	64,500	2
Other	40,000	7	43,200	1

Continued

TABLE 16: CONTINUED

Experience and State	Male		Female		Experience and State	Male		Female	
	Median	N	Median	N		Median	N	Median	N
<i>Over 10 Years</i>					<i>Over 10 Years</i>				
Alabama	40,335	28	41,650	2	Montana	30,000	7	27,690	1
Alaska	55,000	7	50,000	5	Nebraska	44,404	16	34,500	2
Arizona	48,152	75	41,070	8	Nevada	49,000	20	55,500	5
Arkansas	37,800	13	30,558	2	New Mexico	40,000	25	31,750	4
California	58,190	532	48,940	125	New Hampshire	48,000	18	—	—
Colorado	45,000	95	43,376	13	New Jersey	50,000	90	52,500	14
Connecticut	52,000	65	39,312	15	New York	52,000	182	53,000	37
Delaware	43,000	9	41,500	1	North Carolina	43,750	106	37,000	17
District of Columbia	60,000	47	55,000	13	North Dakota	40,000	5	—	—
Florida	51,850	230	43,500	41	Ohio	40,000	113	43,000	13
Georgia	43,500	57	42,450	10	Oklahoma	38,500	26	36,000	3
Hawaii	60,000	25	43,000	1	Oregon	40,000	73	31,000	17
Idaho	33,000	11	34,700	3	Pennsylvania	44,000	117	27,650	16
Illinois	47,500	139	40,000	19	Rhode Island	41,500	8	—	—
Indiana	36,000	34	36,587	3	South Carolina	42,300	31	33,333	5
Iowa	43,985	30	52,195	2	South Dakota	34,600	1	—	—
Kansas	49,550	22	31,000	1	Tennessee	43,809	56	36,500	9
Kentucky	40,000	30	30,400	6	Texas	46,591	117	40,000	20
Louisiana	44,000	32	31,065	3	Utah	42,400	44	32,500	2
Maine	35,650	16	31,000	5	Vermont	44,000	9	28,800	3
Maryland	52,500	104	41,000	23	Virginia	50,000	154	44,750	28
Massachusetts	52,000	85	38,000	11	Washington	45,000	101	36,000	17
Michigan	43,000	120	50,000	11	West Virginia	35,350	6	—	—
Minnesota	45,000	89	49,500	6	Wisconsin	40,000	68	36,336	3
Mississippi	37,000	11	21,660	3	Wyoming	36,750	6	—	—
Missouri	44,400	57	40,940	8	Canada	60,650	66	65,000	5
					Other	60,000	11	—	—

relations between salary and state, sex, and experience in order to better respond to the requests of many PAS subscribers over the past two years.

In terms of overall salary, planners working in Washington, D.C., again had the highest median salary (\$52,000). And the lowest salary on the table was reported by planners working in West Virginia, which was also true in 1987. In terms of percent of increase in salary since 1987, the two out-and-out winners were New Hampshire (an increase of \$6,000 or 19.4 percent) and Connecticut (an increase of \$6,900 or 19.2 percent). Some notable increases that outpaced the overall increase for planners (9.7 percent) included those posted by planners in Arizona (11.6 percent); California (11.6 percent); Florida (11.4 percent); Illinois (10 percent); Maryland (11.1 percent); Massachusetts (15.5 percent); Missouri (10.8 percent); New Mexico (11.7 percent); New Jersey and New York (10 percent each); Ohio (16.9 percent); Tennessee (12.8 percent); Vermont (15.4 per-

cent); Virginia (10.5 percent); and Washington (11.8 percent). Minimal increases were reported by planners in Alabama (1.5 percent); Colorado (3.7 percent); Hawaii (3.3 percent); Kansas (1.3 percent); Oregon (2.9 percent); and Utah (2.9 percent).

Losses or no increase in median salary were reported in Georgia, Indiana, Iowa, Louisiana, Rhode Island, South Carolina, and South Dakota. We can offer no explanation for the lack of positive salary changes in these states. It is interesting to note, however, that Iowa and Louisiana had significant losses in representation in the survey; only Georgia had a significant increase in representation. Among those states with minimal increases, Colorado and Kansas also had recorded significant losses of representation in the survey.

Male planners who responded to the survey and who were working in Alaska, California, the District of Columbia, Hawaii, and New Jersey reported a median salary of

\$50,000 or more, with D.C. planners leading the group with a median salary of \$57,000. Women, on the other hand, did not report a median salary in the \$50,000 range, and, in fact, there were only three places in which the median salary for women exceeded \$40,000—Alaska, California, and the District of Columbia. Again, experience would appear to be the key influencing factor here. And there is no state in which women outnumber men in representation.

If you are just starting out in a planning career, Table 16 makes it clear that you might want to look for a job in California. Male planners in California with fewer than five years experience reported a median salary of \$34,000; their female colleagues reported a median salary of \$33,369. And there are some real surprises in this category. While the median for all planners with fewer than five years experience in 1989 was \$27,500, many of the median salaries on this table exceed that figure. Some, like Alaska and Hawaii, are not surprising. But look at the figures for both sexes in Connecticut; for men in Maryland; for both men and women in Massachusetts; for men in New Jersey, New York, and Ohio; and for women in Virginia. All exceed \$30,000, which is nine percent higher than the overall entry-level median salary.

We begin to see that the differences between the median salary for all respondents and the median salary in each state get greater as the level of experience rises, indicating that the state in which one works does indeed have a significant influence on salary. The median salaries reported by male planners with five to 10 years of experience in Alaska, Arizona, California, the District of Columbia, Hawaii, Massachusetts, New Hampshire, New Jersey, New York, and Rhode Island were \$40,000 or better; that is, their salaries were at least \$5,000 or 14.3 percent more than the overall median salary reported by planners with five to 10 years experience (\$35,000). Women planners with five to 10 years of experience in California also reported a median salary of \$40,000. Mid-level experience planners who reported median salaries of between \$35,000 and \$40,000 included men in Alabama, Texas, Virginia, and Washington; women in D.C., Massachusetts, Michigan, New Jersey, New York, and Oklahoma; and men and women in Connecticut, Florida, Illinois, and Maryland. There were 13 states in which men in this experience group reported a median sal-

ary of \$30,000 or less (Georgia, Indiana, Iowa, Kentucky, Louisiana, Mississippi, Nebraska, New Mexico, North Dakota, Utah, Vermont, West Virginia, and Wyoming). For women, there were 21 states in which their reported median salary was \$30,000 or less; there were three instances in which there were no female respondents.

At the highest level of experience, as might be expected, the same pattern repeats. It should also be noted here that, with this table, we can also see the effect of California's representation on the salary survey as a whole. The District of Columbia and Hawaii are the only two states reporting higher median salaries for men than the median reported by Californians. And only women in D.C. report a higher median salary for women. Furthermore, California planners make up 17 percent of the most experienced planners. It is also the case that the states with the next best representation within this group are Florida and New York, which, at least for men, have median salaries that are more than nine percent higher than the overall median (\$47,500) for the most experienced planners. The cumulative effect of the relatively high representation and high median salaries of California planners is to "drag" the median salary for all planners higher along the scale. Again, this says something about the importance of the relationship between salary and the state in which one works.

MINORITY REPRESENTATION AND SALARIES

Table 17 indicates that 6.23 percent of the respondents to the 1989 survey are minority group members. This is the second modest increase in a row in minority representation in the salary surveys. Since 1985, the increase in minority representation in the survey has been approximately 1.3 percent. In terms of the rate of increase in representation, it is a more impressive 27.1 percent increase.

Among minority respondents, African Americans and Asian Americans are best represented. African Americans make up 2.45 percent of all respondents and 39.3 percent of all minority respondents. Asian Americans make up 2.09 percent of all respondents and 33.6 percent of minority respondents. Hispanic representation in the survey dropped very slightly from the 1987 survey—a time when there were significant gains posted by Hispanics. In 1989, 1.48 percent of all respondents were Hispanic and 23.7 percent of all

TABLE 17. DISTRIBUTION OF PLANNERS: BY RACE

Race/Ethnicity	Number of Respondents (Percent of Total Respondents)					
	1985		1987		1989	
	Male (N = 5,166)	Female (N = 1,315)	Male (N = 5,618)	Female (N = 1,702)	Male (N = 5,660)	Female (N = 1,853)
White	4,917 (75.8%)	1,249 (19.3%)	5,321 (72.7%)	1,591 (21.7%)	5,323 (70.9%)	1,722 (22.9%)
African American	83 (1.3)	39 (0.6)	90 (1.2)	50 (0.7)	113 (1.5)	71 (1.0)
Hispanic	41 (0.6)	4 (0.1)	85 (1.2)	30 (0.4)	84 (1.1)	27 (0.4)
American Indian	5 (0.1)	1 (0.0)	7 (0.1)	6 (0.1)	12 (0.2)	4 (0.1)
Asian American	102 (1.6)	20 (0.3)	115 (1.6)	25 (0.3)	128 (1.7)	29 (0.4)
Other	18 (0.3)	2 (0.0)	—	—	—	—

TABLE 18. PLANNERS' MEDIAN SALARIES: BY RACE, QUALIFICATIONS, EXPERIENCE, AND EMPLOYER

Experience and Employer	Nonminority (N = 7,043)					Minority (N = 471)			
	Total	B.A.	M.A.	Ph.D./Law	Total	B.A.	M.A.	Ph.D./Law	Total
<i>Under 5 Years</i>									
City/County/Joint/Metro/Regional	\$26,250	\$25,000	\$27,200	\$34,620	\$26,207	\$24,450	\$27,000	**	\$27,000
State/Federal	29,812	27,000	30,000	**	29,812	**	23,749*	**	30,875*
Private Consultant/Business	31,000	30,000	31,500	50,000	31,000	24,000*	29,500	**	28,000
University/Foundation	31,000	22,000	29,900	44,000	31,000	**	34,000*	**	33,000*
Other	21,500	27,450	24,000	**	24,000	**	**	**	**
<i>Between 5 and 10 Years</i>									
City/County/Joint/Metro/Regional	33,280	32,000	34,170	39,244	33,240	32,000	34,000	**	33,648
State/Federal	35,788	34,800	37,000	37,467*	36,000	**	33,500*	**	33,500*
Private Consultant/Business	40,500	39,000	42,000	65,000	40,750	38,000*	40,000	**	40,000
University/Foundation	37,000	30,976*	37,755	40,000	37,500	**	**	38,200*	36,000
Other	35,400	30,000	36,500	**	35,967	**	**	**	28,600*
<i>Over 10 Years</i>									
City/County/Joint/Metro/Regional	44,400	41,575	45,000	50,000	44,318	40,000	47,000	**	46,000
State/Federal	48,000	45,000	49,000	49,000	48,528	41,500*	42,000	**	41,500
Private Consultant/Business	55,000	54,000	55,000	65,750	55,000	32,500	49,500	**	48,500
University/Foundation	50,000	45,000	47,900	55,000	50,000	**	43,500	50,000*	52,500
Other	47,613	36,000	47,725	65,000	49,000	**	40,000*	**	40,000*

* Fewer than 10 responses; sample size not statistically significant.

**Fewer than five responses.

minority respondents were Hispanic. Representation of American Indians in the survey remained very low—only .21 percent of all respondents and 3.4 percent of minority respondents.

As was true in 1987, Asian American men have more respondents (128 or 27.4 percent of all minority respondents) to the survey in 1989 than any other male minority group, and African American women are the best-represented female minority (71 or 15.2 percent of all minority respondents). African American men, Hispanic men, Asian women, Hispanic women, American Indian men, and American Indian women followed in representation.

As has been true in past surveys, the median salary reported by minority planners for nearly all types of employers and at all levels of experience differs very little from the median salary reported by nonminority planners. (See Table 18.) There are really only two differences worth noting. Entry-level minority planners working as consultants or in business report a median salary that is about 10.7 percent less than their nonminority counterparts, and, at the highest level of experience, minorities working in those places recorded a median salary \$6,500 or 13.4 percent less than their nonminority counterparts.

For planners working at a university or college and with more than 10 years experience, minority respondents posted

a salary that was \$2,500 or five percent higher than their nonminority colleagues. This is a reversal of the figures in 1987, which showed a 6.7 percent difference in median salary in favor of experienced nonminority planners working in a university or college.

Changes in minority salaries since 1987 are truly a mixed bag. Increases for minority planners working in public agencies other than state and federal agencies were very good—8.0 percent at the entry-level; 12.2 percent at the middle level of experience; and 10.5 percent at the highest level. (Other increases for minority planners ranged from four to five percent. In three cases, however, there were losses in salary reported. For consultants with five to 10 years experience, there was a loss of \$750 or 1.8 percent. Likewise, there were losses in the median salary reported by highly experienced minority planners working in state and federal agencies (\$8,000 or 16 percent) and in the salary reported by minority consultants with more than 10 years experience (\$1,500 or 3.0 percent).

ONE-QUARTER OF RESPONDENTS ARE WOMEN; SALARY INCREASE OUTPACES THAT OF MEN

Tables 19, 20, and 21 continue to document a change in the makeup of the respondents to the survey—a change that has been steady throughout the 1980s. Women now make

TABLE 19. YEARS OF PLANNERS' EXPERIENCE: BY SEX

Years Worked	Number and Percent of All Male Respondents		Number and Percent of All Female Respondents	
	Male (N = 5,696)		Female (N = 1,855)	
0	72	(1.3 %)	50	(2.7 %)
1	132	(2.3)	87	(4.7)
2	220	(3.9)	135	(7.3)
3	239	(4.2)	123	(6.6)
4	217	(3.8)	135	(7.3)
5	279	(4.9)	177	(9.5)
6	189	(3.3)	132	(7.1)
7	173	(3.0)	107	(5.8)
8	170	(3.0)	105	(5.7)
9	164	(2.9)	84	(4.5)
10-14	1,340	(23.5)	433	(23.3)
15-19	1,124	(19.7)	196	(10.6)
20 plus	1,377	(24.2)	91	(4.9)

TABLE 20. WHERE PLANNERS WORK:
BY EMPLOYER AND SEX

Type of Employer	Number and Percent of All Male Respondents		Number and Percent of All Female Respondents	
	Male (N = 5,693)		Female (N = 1,852)	
City Planning	1,938	(34.0 %)	670	(36.2 %)
County Planning	795	(14.0)	284	(15.3)
Joint City/County	171	(3.0)	65	(3.5)
Metro or Regional	359	(6.3)	102	(5.5)
State (Planning)	121	(2.1)	33	(1.8)
State (Other)	138	(2.4)	51	(2.8)
Federal	117	(2.1)	34	(1.8)
Economic Development	88	(1.6)	28	(1.5)
Special District	55	(1.0)	15	(0.8)
Consultants	1,143	(20.1)	306	(16.5)
Law Firm	44	(0.8)	28	(1.5)
Development Firm	121	(2.1)	31	(1.7)
Financial	10	(0.2)	2	(0.1)
Real Estate	45	(0.8)	12	(0.7)
University or College	263	(4.6)	57	(3.1)
Nonprofit	133	(2.3)	67	(3.6)
Other	152	(2.7)	67	(3.6)

TABLE 21. PLANNERS' MEDIAN SALARIES: BY SEX

Year	Median Salaries		
	Total	Male	Female
1977	\$19,500	\$20,000	\$16,000
1980	24,000	24,800	19,300
1981	25,990	27,630	21,050
1983	29,630	31,500	25,000
1985	34,066	35,064	28,077
1987	36,000	38,000	30,025
1989	39,500	41,662	33,852

up 24.6 percent of the respondents to the survey. In 1981, they made up 18.1 percent of the respondents to the survey. That is a swing of 6.5 percent—a rate of increase of nearly 36 percent. If this rate of increase continues, women will make up more than a third of the respondents to the survey sometime after 1995.

Given the way that representation is dispersed among men and women by years of experience, that level of representation of women in the survey and in APA may be achieved far sooner than the mid-90s. For instance, 94 out of every 100 respondents with more than 20 years experience are men. Retirement and the continuing entry of women into the field may increase the rate of change.

A look at other levels of representation also indicates the likelihood of that change. Nearly four out of every 10 planners with fewer than five years experience are women. The same is true for planners with five to 10 years of experience. In the 10 years to 14 years experience category, one-fourth of the respondents are women. The significant dropoff begins after that. Only 15 percent of the planners with 15 to 19 years experience are women, and, as noted above, only six percent of the planners with more than 20 years experience are women. The median level of experience for women is somewhere between seven and eight years, up approximately one year from 1987. For men, the median level of experience is approximately 12.5 years, the same as it was in 1987.

Slightly more than 38 percent of the female respondents to the survey have between five and 10 years of experience. Nearly the same percentage (37.3 percent) had between one and five years of experience. Representation at the highest levels of experience drops off substantially—23.3 percent of the female respondents had between 10 and 14 years experience; 10.6 percent had between 15 and 19 years experience; and only one out of every 20 women respondents had more than 20 years experience.

Table 20 shows that women are still best represented in city planning agencies, where 36.2 percent of them work. Men outnumber them there by about three to one. The next highest level of representation is in the private sector. There are 306 women consultants who responded to the 1989 survey, but there are about four male consultants for every female consultant. Slightly more than 15 percent of the

women responding to the survey worked in county agencies; there, as in the cities, they are outnumbered by men by three to one. Looking at a category with fewer respondents overall, we see that nearly four out of every 10 respondents who worked in a law firm were women.

Given their 24.6 percent representation in the survey, women are underrepresented in state planning agencies, federal agencies, consulting firms, universities and colleges, development firms, financial institutions, and real estate firms.

The percent of increase in median salary for women over the past two years is a very high 12.4 percent compared to the 9.6 percent for men, which is very close to the increase reported by all planners. (See Table 21.) In dollars, the

median salary for women increased by \$3,827; for men, the increase was \$3,662. So, despite the significant difference in percentage of increase, women narrowed the gap between their median salary and that of their male colleagues by only \$165. The median salary of women is now 81.3 percent of the median salary for men. This figure is up 2.3 percent since 1987. The median salary of women is 85.7 percent of the overall median salary.

We stress the importance that experience plays in determining the median salaries of men and women. Remember that the median salary of a women corresponds to a median level of experience of between seven and eight years. The male median salary is tied to an experience level of somewhere between 12 and 13 years.

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